

# The 7 Stages of Workforce Reinvention

A practical roadmap to realign your workforce for the AI-powered future without chaos, guesswork, or stalled pilots.



## STAGE 1 Get leadership aligned. Build the foundation.

### Align & Prepare



Define your Workforce Reinvention mandate

Build AI literacy across leaders and teams

Assess data, risk, and cultural readiness

Align executives on why AI matters to the business

## STAGE 2 Find where AI actually creates value.

Map roles, tasks, and workflow friction

Identify "pain point + AI potential" opportunities

Score ideas by value, feasibility, and risk

Select 3-5 high-impact pilots



### Discover High-Value Use Cases

## STAGE 3 Put guardrails in place before you scale.

### Decide & Govern



Define acceptable use and data policies

Map risks and escalation paths

Evaluate tools against business and compliance needs

Formalize oversight through a governance body

## STAGE 4 Redesign work, not just the tools.

Map current workflows ("as-is")

Redesign for human + AI collaboration ("to-be")

Define ownership, prompts, and quality checks

Build review gates and fallback plans

### Design Human + AI Workflows



## STAGE 5 Equip people to work confidently with AI.



### Activate & Train

Deliver role-based training and real examples

Provide clear SOPs and prompt libraries

Reinforce responsible use and review habits

Support managers as change leaders

## STAGE 6 Turn pilots into business cases.

Measure against baseline performance

Validate ROI with real numbers

Test reliability, bias, and user experience

Capture employee trust and adoption data

### Prove Impact



## STAGE 7 Make reinvention a habit, not a project.



Scale proven workflows in waves

Institutionalize governance and reporting

### Scale & Sustain

Build AI champions and communities of practice

Track benefits and continuously improve

Are you ready to reinvent your workforce?

Learn more at [www.opensesame.com](http://www.opensesame.com)



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